



MACCLESFIELD HOCKEY CLUB

Code of Conduct for Coaches

MACCLESFIELD HOCKEY CLUB expects all coaches to conform to ethical standards in a number of areas.

These areas are clearly laid out in this **CODE OF CONDUCT**. It is imperative that all coaches have read, understood and signed this code before working with any group of performers.

The coach is any person who is responsible for the development of an individual or group of individuals, with the following principles setting out what they are expected to adhere to.

PERSONAL STANDARDS

- The coach has a responsibility to look clean and project an image of functional efficiency at all times.
- Coaches should never smoke while coaching.
- Coaches should never coach under the influence of alcohol under any circumstances.
- Coaches should avoid using profanities during coaching sessions.

IT IS RECOMMENDED THAT COACHES SHOULD:

- Consistently project a favourable image of the sport and of coaching to the players they are working with, their parents/families/guardians, officials, spectators and the general public.
- Make sure that the level of activity carried out by the performers is suitable for their age, strength, maturity and the ability of each individual performer.
- Encourage appropriate behaviour by the performers during both training and competition.

- Encourage the performers to abide by the rules of the sport. All performers should be encouraged to uphold the spirit of the sport.
- Make a positive effort to educate the performers as to the improper use of substances that are on the sport's banned drugs and substances list.
- Help the performers to deal with victory and defeat in a sporting manner, and encourage them at all times to treat opponents with due respect.

RELATIONSHIPS

- Coaches have a responsibility to set and uphold the boundaries between a working relationship and friendship between themselves and the performers. This is especially important when the performer is a young person.
- It is recommended that coaches should be concerned at all times with the safety and well being of the performers. There should be a sensible balance between performance and the emotional, physical, social and developmental needs of the performers.
- If any part of the coaching process requires physical contact between coach and performers, it is recommended that coaches ensure that no action on their part could be seen as inappropriate. It is essential that all coaches are aware and adhere to the England Hockey board guidelines with regard to such situations.
- As the relationship between coach and performer is based heavily on trust it is important that all coaches can offer proof of experience and qualification.
- Coaches will undoubtedly build up strong relationships with performers, and in some cases will travel and reside with them during the course of competition. At no time is a coach to use this privilege to place undue pressure or exert influence over performers to gain personal benefit for themselves or their club.
- Coaches will, in the course of a working relationship, gather much information about performers.

It is important that an appropriate degree of confidentiality is maintained and that personal information is not divulged without the permission of the performer. At times coaches will be asked to provide relevant information concerning a player's performance and development and an agreement must be made between the coach and the performer with regard to the passing on of such information.

SAFETY

- Coaches have a responsibility to make sure that performers have a safe environment to work and play within.
- Coaches have a responsibility to protect children from any form of abuse during training sessions, competition and whilst in their care.
- It is recommended that coaches carry out their work in keeping with the regular and approved practice adopted and laid out by the association.
- It is strongly recommended that coaches arrange adequate insurance to cover their coaching practice.
- It is recommended that any activities carried out by coaches should be suitable for the age, maturity, strength and ability of the performer.
- It is essential that coaches do not attempt to coach techniques or skills that have not been covered in their specific level of coach award qualification. Any attempt to do so may invalidate their insurance cover.

EXPECTATIONS

- Coaches should clarify with the Club the level of commitment expected from performers at the outset of any agreement. Details should include number and length of sessions, attendance at matches or competition, fees and method of payment. In the same respect, the Club will state the expectation of the outcome of the coaching.
- The Club may require some form of written agreement acceptable to all parties to be drawn up at the beginning of any coaching undertaken.
- It is recommended that coaches declare any other coaching commitments they already have before working with Macclesfield Hockey Club.
- Coaches who start to experience conflict between obligation to their performers and to other Parties (i.e. England Hockey Board must make all parties aware of the conflict in an attempt to solve it.
- It is recommended that where coaches receive payment for their work/time that the fee they command is in line with the suggested scale set out by England Hockey.
- It is up to each individual to ensure that any monies earned during coaching should be declared to the HMCR line with current taxation laws.

EQUITY

- It is recommended that coaches respect the rights of every human being they work with, and treat all as equals within the context of their activity and ability. This must be regardless of age, ethnic origin, gender, religion, sexual orientation, cultural background or political affiliation.
- Coaches should try and ensure that any activity under their supervision is free from any form of non-equitable behaviour.

COMPETENCY AND THE ENGLAND HOCKEY BOARD COACH QUALIFICATIONS

- Competency to coach should be verified through the proof of qualification and should not be inferred from evidence of prior experience.
- It is recommended that coaches confine themselves to carrying out sessions in accordance with the experience gained whilst obtaining their highest qualification.
- It is recommended that coaches are able to recognise when to pass performers on to other coaches or local JDC's. It is important that coaches have the performers' best interests at heart at all times. It is also the responsibility of coaches to verify, as far as possible, the integrity of any coach which they are referring the performers to.
- It is important that coaches take responsibility for their own continuous professional development, making the most of opportunities offered to them through England Hockey Board or other education agencies.
- It is important for coaches to be objective about their coaching ability. If at any time they feel concerned about their ability to coach at a certain level, or about their effectiveness in a certain situation it is up to them to find help or withdraw if necessary.

Signed:

Dated: